

Insight Activity 1: 'All about me'

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For a video overview of the three Insight Activities, [click here](#).

Running time: Approximately 60mins

Preparation required: Print one copy of the personality quiz per young person

Number of staff required: Ideally one staff member for every two young people

Outline

Discovering the talents, passions and interests of a young person is the starting point for turning their work experience into Work Inspiration. But talking about yourself is not always easy, particularly for young people in a new environment. The 'All About Me' Insight Activity ensures that each young person is given the time to talk about themselves and their passions and interests.

This activity involves a 'personality quiz' based conversation between staff members and young people. Based on the young person's responses, staff members will be better able to tailor the Work Inspiration program for each individual and suggest roles within the organisation that may be of interest to them. This activity also serves as a fun conversation icebreaker between the young people and employees.

Activity outline

1. The quiz is made up of four categories. Work through each group of questions and after each section ask the young person to mark a line on the corresponding continuum that they feel best represents them.
 - For example, in the first section, if a student answered all a's and b's, they would mark themselves as 100% 'Planner'.
 - Please remember that the young people you are working with may not know all the words in the quiz. 'Introvert' and 'Extrovert' tend to

be words that students this age struggle with. Regularly check their understanding of certain words and ask them to tell you what they think they mean. Make sure the young people are encouraged and made comfortable to ask questions when they are unsure. Encouraging this type of interaction will prove very helpful for the remainder of their time in your organisation.

2. At the end of the discussion each person will end up with four preferences. Using these four preferences, have students identify their personality types using the Personality Descriptor Tree.
3. Once students have identified their personality types, have them locate a description of their personality type in The Personality Types section. Ask the young person to read their descriptor aloud and identify what percentage they feel it is like them.
 - It is important to note that this activity is not an official personality test or a tool for careers advice; it is simply a prompt to enable you to discuss the young person's natural strengths and their aspirations. The idea of the conversation and questions is simply to learn more about the young person and to open a friendly dialogue.

Keep the session flexible; this is all about getting the young person to talk to you about themselves.

Disclaimer: This Insight Activity is based on one developed for the BBC television programme 'What Am I Like? The Personality Test'. It is a simplified and very loose profiling tool developed by Sheryl Karpel for CareerMoves Group with Business in the Community. It is based on, but is in no way a replacement for, or a part of, the Myers-Briggs Type Indicator® questionnaire. The results are not intended to be psychometric or practical equivalents to MBTI® questionnaire results. http://www.bbc.co.uk/science/humanbody/mind/surveys/whatamillike/static_quiz.shtm

Work Inspiration personality quiz

Your workplace mentor will ask you a series of questions based on four categories below. As you talk through the answers mark an 'X' on each line at the location that you feel best represents the type of person you are. Once you've done that, complete the 'personality' to find your Personality Descriptor Tree. Please remember this is not set in stone, it's just a fun guide!



Spontaneous Planner

Facts Ideas

Head Heart

Introvert Extrovert

My Profile Description is:

I think this description sounds _____ % like me.

Personality descriptor tree

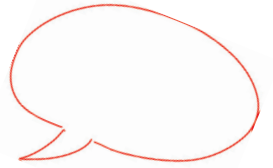


Personality Quiz

Conversation starters

Before you begin asking questions from the categories below, start a two-way conversation by asking and sharing the following:

- Describe your ideal weekend
- What subject do you most enjoy at school and what subject do you most dislike?
- What is your favourite movie/band/book/sport?
- Who would you most like to meet in the world and why?



Category 1:

Do you like to plan or are you more spontaneous?

Your parents have just bought some new 'flat-pack' furniture and have asked you to assemble it. What would you be most likely to do?

- a. Before you start, you check that all the components are there and that you have all the tools you will need
- b. You read through the instructions carefully first and then follow them step by step
- c. You scan the instructions, but you don't always follow them exactly
- d. You leap straight in, only referring to the instructions when something has gone wrong

Which description fits you best when it comes to homework?

- a. You are a perfectionist and start well in advance of the due date
- b. You need time, you sometimes over-prepare and you hate pressure
- c. You often forget when things are due and get a shock when suddenly the due date has arrived
- d. You put things off until the last minute and are often late

How do you react when your teacher changes what they originally had planned for a lesson?

- a. You would notice and it would really bother you
- b. You would notice, and it would annoy you, but you would get over it pretty quickly
- c. You would notice, but it wouldn't bother you as you don't really like routines
- d. You probably wouldn't even notice

Results for 'planner or spontaneous':

If you answered more (a)s and (b)s, you're likely to be more of a **planner**.

If you answered more (c)s and (d)s, you're likely to be more of a **spontaneous** type person.

Category 2:

Do you prefer to focus on facts or ideas?

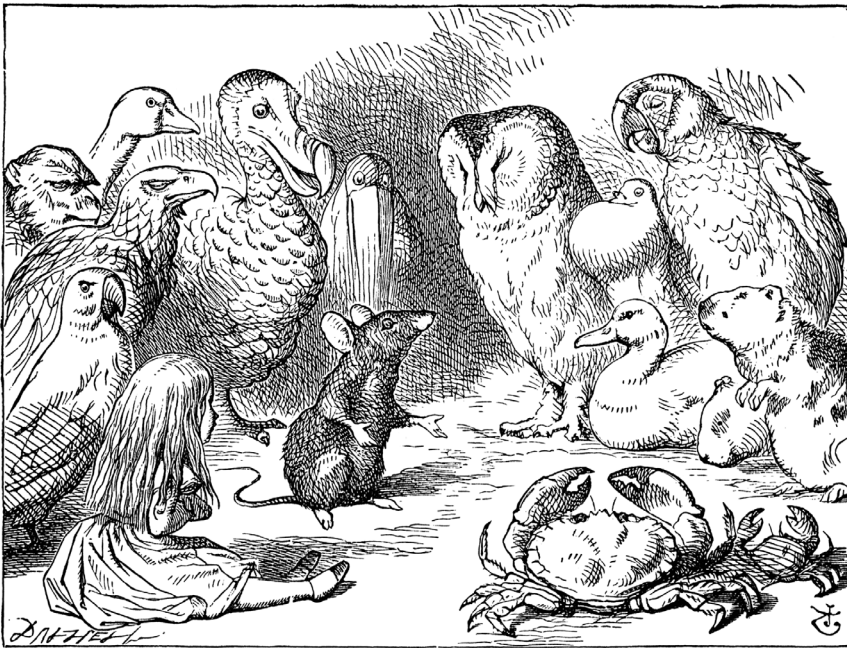
Of the following options, which one describes you best?

- a. Realistic and practical
- b. Efficient and thorough
- c. Imaginative and inventive
- d. Visionary and creative

If you were asked to give directions (and didn't have a smart phone) what would you most likely do?

- a. Provide a step-by-step list of directions for the entire journey
- b. Draw a detailed map that shows things like street names and roundabouts
- c. Just give general directions
- d. Sketch a rough map, as too many details can be confusing

Look at the picture below. Write down on a piece of paper what you see.
(Allow yourself about 30 seconds for this).



Now choose which statement best describes what you noted down.

- a. A list of what's in the picture
- b. A story about what's happening in the picture
- c. You have tried to find the hidden meaning in this picture
- d. You've had lots of ideas inspired by the picture



Results for 'facts or ideas':

If you answered more (a)s and (b)s, you're likely to be more of a **facts** person.

If you answered more (c)s and (d)s, you're likely to be more of an **ideas** person.

Category 3:

Which is louder, your head or your heart?

What would you be most likely to do if you had to decide between two new schools?

- a. List the features of your ideal school and see which place has the most
- b. Make a list of the good and bad features of both, then compare them
- c. Go with your gut feeling or ask a parent/friend
- d. Find out which of your friends are going to each

Your close friend has had a fight with another friend and asks you what you think. You think your friend has behaved badly. What do you do?

- a. Be up front and honest about what you think
- b. Try to be truthful but soften or avoid things where you can
- c. Change the subject because you don't want to hurt their feelings
- d. Tell them what they want to hear to make them feel better, even if that means telling a "white lie"

When you have to make a difficult decision, what is usually most important to you?

- a. Arriving logically and rationally at the best choice
- b. Being as fair as possible
- c. Doing the right thing according to your own beliefs and values
- d. Getting the approval and agreement of others



Results for 'head or heart':

If you answered more (a)s and (b)s, you're likely to be more of a **head** person.

If you answered more (c)s and (d)s, you're likely to be more of a **heart** person.

Category 4:

Are you more introverted or extroverted?

When you are out with a group of your friends, how much of the talking do you usually do?

- a. Less than the others—I feel a little shy in groups
- b. Less than the others—I prefer to talk with people one-on-one
- c. Quite a lot—I like group conversations
- d. Quite a lot—I like to lead group discussions

What happens most often when you're expressing yourself?

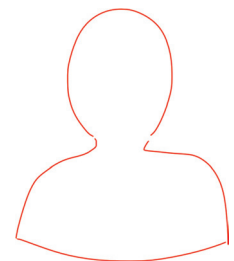
- a. You hold back and listen to others before speaking
- b. You take some time to think before you speak
- c. You tend to think out loud
- d. You use your hands and facial expressions a lot

What are you most like when you have to meet a group of new people?

- a. If possible, you prefer to stick with the people you've met before
- b. You spend some time beforehand thinking about how you can keep the conversation going
- c. You aim to mingle with as many new people as possible
- d. You just go out and have fun

If you are having lunch with a friend and receive a text message, what normally happens?

- a. You don't hear it because you've left it on silent while with your friend.
- b. You have a quick look. If it's important you excuse yourself and reply.
- c. You read it and reply without breaking the conversation with your friend.
- d. You say "hang on a sec", read the message and reply.



Results for 'introvert or extrovert':

If you answered more (a)s and (b)s, you're likely to be more of an **introvert**.
If you answered more (c)s and (d)s, you're likely to be more of an **extrovert**.

The Personality Types

1 – The Realist

You are likely to be:

- Quite a serious person who is very thorough in your work and can be totally depended upon
- Someone who thinks very logically and practically and has a realistic approach to your work
- The sort of person who tends to be very organised and orderly both at work and at home, and you'll like working alone
- Someone who needs things to be very clear. Once you know what is required you are very good at delivering outcomes

You probably:

- Like to plan your time to ensure you deliver
- Enjoy rules
- Don't like change
- Don't like to be put on the spot
- Like meeting deadlines
- Like language, maths, sciences, etc

Realist careers: Realists are often successful in jobs that have clear direction and involve making decisions based on facts.

2 – The Analyst

You are likely to be:

- A quiet, friendly and conscientious person
- Painstakingly accurate, a good timekeeper and someone who likes to create an orderly environment
- Someone who likes routine and finding solutions
- Mainly driven by how people feel rather than how they think
- Someone who likes being in a team, but is equally able to work alone to deliver a task
- Someone who focuses on short-term results and can sometimes lose sight of the big picture

You probably:

- Like facts and puzzles
- Like being set problems or challenges
- Enjoy working to a set timetable or routine
- Like languages, maths, sciences, music, etc

Analyst careers: Analysts are often drawn to hands-on jobs that require an analytical mind and the careful organisation of large amounts of data.

3 – The Strategist

You are likely to be:

- Someone who finds it easy to connect up the meaning of things and ideas
- Someone who understands what motivates people and is insightful with a clear vision about how to get things done
- A very organised person if you need to be, and very decisive. Good at getting other people to see what you mean and what you need them to do
- Someone who doesn't enjoy working in situations that are chaotic and unclear
- Someone who doesn't like being put on the spot, as you need to have things well planned to enjoy them

You probably:

- Are a very logical thinker and problem solver
- Like debating
- Prefer long-term to short-term planning
- Enjoy maths, science, and technology

Strategist careers: Strategists are attracted to jobs where decision-making is based on factual knowledge and experience is required.

4 – The Counsellor

You are likely to be:

- Foremost an idealist and have strong values which are important to you
- A curious person and someone who will always see possibilities rather than obstacles
- The sort of person who is good at turning ideas into practice because you understand people and like to help others reach their potential
- Someone who doesn't like situations where there is unresolved conflict
- A very fair person who doesn't like injustice or seeing people suffer

You probably:

- Like to find the meaning of things
- Like to help others
- Will volunteer to help organise things
- Enjoy psychology, philosophy, English literature, sociology

Counsellor careers: Counsellors are often drawn to jobs where they can help people develop emotionally, intellectually or spiritually and where they can use their imagination.

5 – The Nurturer

You are likely to be:

- A fairly quiet person, who is sensitive and kind; people are very important to you (so you will be the person that remembers everybody's birthdays)
- Someone who tends to live in the moment
- Very good at being aware of how people are around you
- Someone to whom loyalty and values are extremely important
- Someone who does not like disagreements or conflicts; you tend not to force your opinions on others

You probably:

- Like helping people and are more interested in people's feelings than facts
- Look after people who are upset or new to an environment
- Are good at remembering detail
- Enjoy humanities subjects such as history and drama and life-sciences such as biology and psychology

Nurturer careers: Nurturers are often drawn to jobs that allow them to help others.

6 – The Peacemaker

You are likely to be:

- A tolerant person in most situations
- The quiet observer who can act when problems occur because you have an understanding not just of what's gone wrong, but what can be done to fix things
- Someone who understands how things work and finds it easy to get through data to isolate relevant information
- Someone who likes facts and is very efficient once you have the information you need

You probably:

- Like working with detail and being very practical
- Enjoy helping others
- Enjoy vocational subjects and technical/research projects

Peacemaker careers: Peacemakers are often drawn to jobs that allow them to support others and require close attention to detail.

7 – The Idealist

You are likely to be:

- Someone who tends to have original ideas, which you often make happen
- Someone who likes to achieve your goals
- Someone who sees patterns in external events from which you can develop forward-looking perspectives
- Someone who becomes committed to an organisation or cause, and can bring projects to life and deliver on them
- Someone who likes to work to your own time frame
- Someone who tends to immerse yourself in interests and causes and expects others to have the same standards and passions

You probably:

- Want to make this world a better place
- Are interested in art, the environment and creative expression
- Enjoy history and current affairs
- Belong to causes or campaigns and like to volunteer

Idealist careers: Idealists are often drawn to jobs where they can help people reach their potential. They are also attracted to careers that allow artistic creativity.

8 – The Mastermind

You are likely to be:

- A logical thinker in a group; the person with explanations for everything
- Someone who understands how things work
- Someone who uses information as clues and is interested in ideas rather than social interactions
- Someone who finds it easy to read instructions
- The sort of person who can solve problems that others will take much longer to do
- An analytical person who others sometimes might find sceptical, because you can see when things will work and when they won't, and you say so

You probably:

- Are an energetic visionary
- Are a very logical person
- Are a practical and efficient person who likes using common sense
- Enjoy research and developing strategies
- Like using detail
- Enjoy subjects that involve vision and planning

Mastermind careers: Masterminds are drawn to jobs requiring the logical analysis or abstract thinking common in science or technical fields.

9 – The Go-getter

You are likely to be:

- The doer in a team
- Flexible and pragmatic, and though you like working with people you also like to be in situations where you get immediate results
- Someone who doesn't like planning much; you believe in taking action to solve problems
- Someone who thinks in the here and now
- The person in a team urging others to do something
- Someone who finds it easy to get on with others and enjoys a challenge

You probably:

- Tend to be inventive and resourceful
- Are a problem solver
- Are someone whose enthusiasm inspires others
- Are a spontaneous learner on the job
- Are good with detail
- Like subjects where there are clear goals and logical solutions

Go-getter careers: Go-getters are attracted to a variety of careers which require attention to detail, inspiring others and problem solving.

10 – The Advisor

You are likely to be:

- Outgoing and friendly
- Someone who finds it easy to be with people, and they with you
- Someone who is always asked to join teams because you are so accepting and flexible
- The sort of person who can help make things happen through using your own common sense and realism
- Very adaptable, you can accommodate others easily because you are very clear about what you believe
- A good mentor

You probably:

- Tend to be a lively person who enjoys bringing people together
- Don't like making tough decisions in relation to people
- Aren't someone who is detail orientated

Advisor careers: Advisors are often drawn to jobs where they can help people develop their potential.

11 – The Trendsetter

You are likely to be:

- An innovator
- The enthusiastic and imaginative member of a team who seems to have ideas all the time
- The sort of person who sees possibilities in situations and can always connect events and information together
- Good at seeing patterns in things and because you are confident in what you see, you are good at putting your ideas across to others
- Someone who is good at communications and enjoys the opportunity to share ideas

You probably:

- Tend not to like rules
- Like flexibility
- Are good at motivating others and spotting opportunities
- Tend to be inspirational as opposed to logical

Trendsetter careers: Trendsetters are innovators and are drawn to careers that require teaching or counselling, where they can work with and help encourage the development of others.

12 – The Big Thinker

You are likely to be:

- The person who thinks big—the 'why don't we' type
- Very quick thinking, but also someone who is very resourceful and good at solving challenges
- The one who has ideas and can quickly work out if they will work or not, but this is often not based on research or evidence; it is much more based on your instinctive sense of what can happen and your ability to enthuse others
- Someone who loves change and being given new challenges
- Someone who would rather not stick to routine

You probably:

- Are an outspoken person with a tendency to find 'big picture' solutions to problems
- Are an entrepreneur
- Love new challenges
- Enjoy business studies such as enterprise and project work

Big Thinker careers: The entrepreneurial spirit of the Big Thinkers often leads them to seek new challenges; this is often more important to them than working in a particular field or a specific career. They often like to start their own businesses.

13 – The Supervisor

You are likely to be:

- The practical and realistic one in a team of people, and the decisive one who others respect and support
- Good at organising people and projects to get results
- The sort of person who is good with routine, detail, planning and implementing projects or programs and explaining what is needed from others
- A very logical person as well as a good team player
- Someone who likes having and developing plans and finds project management easy and enjoyable

You probably:

- Enjoy order in all areas of your life
- Work to clear goals and tend to be very practical
- Like procedures and specific work methods
- Enjoy science and technology

Supervisor careers: Supervisors are often drawn to jobs in management or administration that require logical planning.

14 – The Contributor

You are likely to be:

- A warm, conscientious, creative person
- Someone who has a clear sense of what is needed
- A good team player and the one who will always be very accurate and responsible; because of this people like to work with you
- Someone who likes to take on tasks on behalf of others – organising and engaging others, etc
- Someone who likes being with people rather than working on your own
- Someone who likes responsible behaviour and is great at planning

You probably:

- Like to create and work in harmony with others to complete tasks
- Don't like conflict
- Tend to value order and tradition
- Always deliver on a commitment

Contributor careers: Contributors are often drawn to jobs in education, health care or religion.

15 – The Entertainer

You are likely to be:

- A warm, empathetic and responsible 'people person'
- Someone whose strength is how easily you can tune in to the emotions and motivations of other people
- Someone who loves being the centre of attention, and people love being with you
- The sort of person who always sees potential in situations and people, so you are a great trainer and developer
- Someone who enjoys helping people
- Someone who always enjoys set tasks and generally has fun completing them
- Good at reading people

You probably:

- Think fun is the name of the game
- Prefer hands on learning as opposed to reading rules
- Are not a great planner but like spontaneity
- Enjoy drama and performing arts

Entertainer careers: Entertainers are drawn to careers that require people skills and attention to detail, and performing in front of others.

16 – The Leader

You are likely to be:

- Often chosen to be a leader, or you assume this role because you are decisive and people respect your decisions
- Someone who can communicate well and can see clever ways to solve problems
- The sort of person who loves long term planning and setting and working towards goals
- A person who naturally breaks things into stages
- Great at presenting information to people and also at making them understand what and why you want them to do things

You probably:

- Strive for efficiency and will naturally take the management role
- Create strategies through logical thinking—although you aren't into processing huge amounts of detail
- Enjoy economics, business studies, etc

Leader careers: Leaders are often drawn to jobs in management where logical analysis and strategic planning are required.

